# Faculty Senate Archives

# Volume XXXIII

# Agenda and Minutes
# of the Meeting of January 27, 2020

**Faculty Senate Meeting Agenda**
What: **Regular Faculty Senate Meeting**
When: **January 27, 2020, 3:30 - 5:00 pm**
Where: **Clinton Hall Room 126**

| Agenda Item | Notes/Discussion/Process | Outcome/Action /Completed |
|---|---|---|
| **Call to order** | | |
| **Introduction of Dr. Jay Golden** | | |
| **Informal statements and proposals** | | |
| **Approval of minutes** | November 25, 2019 | |
| **President's Report** | | |
| **Committee Reports** | | |
| **New Business** | E-Verify<br>Please review the HR website on E-Verify,<br>(https://www.wichita.edu/services/humanresources/Hiring/Search_Process/eVerify.php)<br>the internal audit of I-9s,<br>(https://www.wichita.edu/services/humanresources/HR_Service_Center/Form_I-9_Support/form_I-9_faqs.php),<br>and the statement on E-Verify by interim President Tompkins & VP Werner Golling<br>(https://www.wichita.edu/about/wsunews/wsu_today/2019/10-oct/10-07-19_wsut.php) | |
| | Convergence Science Initiative, draft call for proposals | |
| **Senate Deliberation:** | E-Verify and Convergence Science Initiative | |
| As May Arise | | |

Adjourn:  **Next Senate Meeting February 10, 2020, 3:30-5:00 p.m., Clinton 126.**

**Faculty Senate Meeting Jan. 27, 2020**
**3:30 - 5:00 pm, Clinton Hall Room 126**

Senators Present: Ahmed, Bailey, Billingham, Bray, Buerge, Castro, Celestin, Clawson, Decker, Dowling, Figy, Flynn, Granada, Hakansson, Hammond, Harrison, Hull, Jarman, Kalomo, Lee, Lockard, Marble-Flint, Markova, Mirasol, Moody, Mozzani, Myose, Navarro, Newman, Price, Pulaski, Schwartz, Smith-Campbell, Solomey, Sternfeld-Dunn, Sylvester, Tamtam, Weheba, Yildirim Zewde

Absent: Bukonda, Jeffres, Ma, Millar, Nicks, Popejoy, Small, Storrer

Excused: Barut, Bowen, Carlson, Core, English, Hill, Muthitacharoen, Ross

**Attendance 2019-2020**

| Agenda Item | Process / External Link | Notes and Outcome/Action/Completed |
|---|---|---|
| **Call to order** | 3:30 pm | 3:30pm |
| **Welcome to President Golden** | Dr. Jay Golden was introduced to the Faculty Senate, he gave his vision & remarks, and held a Q & A session | • Some of the highlights of President Golden's introductory remarks:<br>  ○ He has served on the faculty senate at a previous university<br>  ○ Would be happy to come to any meeting to talk with the Faculty Senate<br>  ○ Wants shared governance and transparency and wants a conversation to take place, not simply a unilateral decision<br>  ○ Will have town halls with individual colleges as well as with students – primary purpose is to serve as listening sessions to get input so please feel comfortable sharing your thoughts<br>  ○ He has been doing research about WSU for some time and decided to form task forces in nine areas with preliminary findings and recommendations due in 90 days, after that the President intends to go back to the colleges via town halls before the end of the semester<br>• Regarding the topic of the Innovation Campus: want a task force composed of non-conflicted individuals as members of task force so a developer would not be a part of this task force<br>  ○ Would like this group to think of what the requirements should be in order for a company to come to innovation campus<br>  ○ Want it to be positive for the university with strong scholarship, not just research<br>  ○ Mentioned that there are on-going negotiations with a Fortune 500 company not based in Kansas to come to the Innovation Campus; because of a nondisclosure agreement, the name of the company could not be mentioned at this time<br>• Request for proposal for Convergence Science will go out in about a week<br>  ○ Want a new building for Convergence Science<br>  ○ Would like it to be a place where a social scientist, for example, can provide input about technology development as a part of Convergence Science<br>  ○ Have strong passion to increase research, come up with next generation innovation<br>• Compression of salaries is an issue – research with NSF is important so that there are indirects<br>• Want proposals to be student focused by requiring that all proposals include funding for student – a waiver would be required if no student funding is not listed in the proposal<br>• President Golden then held a Q & A session<br>  ○ Comment was made by a senator that there have been limits to summer salary from research grants with no more than 2 months allowed, while at the same time, it seemed that |

| | | some individuals were able to get around this issue; response – perhaps look into |
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| | | o Question was asked when the requirement to include funds for students will become the rule; response – will involve a target date and further discussion |
| | | o Comment was made by a senator about being excited about the convergence idea, but those coming from other universities feel that there are limited resources compared to other universities; response – support paid from overhead which will be needed from research grants that are funded by outside agencies |
| | | o Comment was made by a senator that sometimes a [non-Ph.D.] doctoral project does not lead to funded project or publication, there is a disconnect [with the effort involved] and it is disheartening; response – we will need to embrace interdisciplinary research, creative activity may not normally be a part of a research group, but we will need to change the culture and get folks onboard with this |
| | | o Comment was made by a senator wanting to see arts and humanities be a part of the innovation work; response – new approach is STEAM with the arts included, not just STEM; there is a need to understand the consequences of incorporating technology, and would like new proposals to consider all disciplines |
| | | • President has asked the Deans to determine their unit level identity |
| | | • Would like to have campus coffee event once a month to celebrate accomplishments at the university of the last month |
| **Informal statements & proposals** | Comment by Aleks Sternfeld-Dunn | Still looking for volunteers to the accessibility committee |
| **Approval of minutes** | November 25, 2019 Minutes | Moved & seconded, approved unanimously |
| **Old Business** | | None |
| **President's Report** | Senate President Jarman | • Please let Jeff Jarman know if anything was missing in report given to Dr. Golden |
| | | • Jeff has two meetings a month with Dr. Golden – he is wanting to hear from Faculty Senate |
| | | • The May 2014 Senate Amendment regarding General Education policy for Community College AA/AS graduates transferring to WSU remains in place, currently as well as going forward) – the recent Gen Ed revision did not change the policies in place for transfer students especially for transfers from CC with AA/AS or for 2+2 articulation agreements |
| | | • Regarding the dismissal for cause policy passed with an amendment during the Spring 2019 General Faculty meeting: the amendment was not supported by (interim) President Tompkins. He approved the basic policy, but without the amendment that was made on the fly during the Gen Faculty meeting |
| | | • There are still some slots left in some task forces – please let Jeff know if interested in serving |
| All documents for the year are posted online at: | https://www.wichita.edu/academics/facultysenate/Docs_Reps_1920.php | Note: If the links do not work, please try a different browser or download the document (using the given link) and open the pdf directly on your device. |
| **Old Business** | | None |
| **New Business:** | **E-Verify** – info at HR website (https://www.wichita.edu/services/humanresources/Hiring/Search_Process/eVerify.php), internal audit of I-9 (https://www.wichita.edu/services/humanresources/HR_Service_Center/Form_I-9_Support/form_I-9_faqs.php), and statement about E- | • Implementing E-verify to the entire university is being considered, but it is currently on pause while Dr. Golden receives information about it |
| | | • HR staff [guests to Senate] provided background information and answered some questions |
| | | Background information |
| | | o Investigators on federal grants are already being E-verified so **partial** E-verify is in place |
| | | o WSU already verifies that an individual is authorized for employment, but I-9 form is used; HR characterized E-verify as a streamlined process for employment authorization |
| | | o Implementing E-verify means that WSU would enter into an agreement [Memorandum of |

Understanding, MoU] with the federal government that **everyone** who was hired after 1986 will go through E-verify process and **complete it within 180 days** [this time frame is standard] – those who do not complete the E-verify process within the 180 day period will have to be separated [i.e. **terminated** by the university]

Questions and comments from Senators and responses given
o Question was asked whether there are other universities in Kansas that has entered into an MoU; response was that none have agreed to do this for all their employees
o One senator mentioned that the 2018 database on E-verify shows that only a few universities around the country have agreed to E-verify all of their employees, this was followed up with a question asking why WSU is considering it to be necessary
Response given was that an internal audit showed poor compliance [i.e. there were errors] in most I-9s pulled up for internal audit check; problem issue occurs when someone hired with a regular I-9 were to begin working on federal contract – it is difficult to determine if the individual's paperwork [filed with an I-9] is compliant so desire is to change to E-verify system so that compliance is not an issue if WSU is audited by a federal agency; this desire is not a result of federal grant work at the NIAR – lots of federal agencies are "coming down" on those [i.e. companies] who are found to have issues
o Comment was made that [once an MoU is signed] we only have 180 days and if someone has not completed E-verify, then the individual is terminated; if the university does not [go forward voluntarily with an MoU to] E-verify, then there will be no [180 day limit] clock and it will be an "internal clock" instead; there are faculty who are not engaged, hate to have someone terminated just because they are not engaged and does not complete E-verify
o Comment made by another Senator – this seems to be overkill to have everyone undergo E-verify and including those who are not working on federal grants
o A question was asked how frequently a false positive occurs [i.e. what is the percentage of people who are told that they are ineligible to work when they are eligible]?
o The Senator who had the 2018 database results mentioned that there were 39 million individuals who were E-verified with 1.5% receiving a temporary hold [**see note in green below**], this means that many thousands became unauthorized; extending this rate to WSU means that dozens potentially could lose employment on campus
o A question was asked if E-verify requires [additional] documents; response: documents have to be provided as a part of the regular I-9 process already; high error rate with existing I-9s mean that most individuals will have to fill out new I-9s
o A comment was made on this topic with regard to the 180 day window / limit if E-verify is implemented – **some foreign nationals may have to go back home to obtain the required documents** such as birth certificates
o A question was asked how many people undergo E-verify [at WSU when they transition to work on a federal grant]? Response: unknown
o A question was asked how much it will cost the university to do I-9s [to bring everyone to compliance] instead of [individual employees E-verifying themselves]? Response: unknown how much this will be, but new hires since the summer of 2019 have undergone an electronic version of the I-9 – staff cost associated with this was $28k
o A comment was made that there is a hidden cost to individual faculty [and staff] having to find their documents – what if a small item document-wise is missing? That individual will

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| | | have to find the document [see **note in blue above** and **note in green below**]<br>o A Senator made a comment that before any decision is made, we need to know more about the relevant numbers [no response had been given on how many undergo E-verify]<br>o A Senator made a comment that perhaps a rough idea can be obtained by looking at the response rate to annual conflict of interest form that we are supposed to complete<br>o A question was asked with regard to people who fall through the cracks [i.e. with an error upon E-verifying], is the university willing to provide legal support for those individuals? No response was given<br>o A Senator mentioned that there is sometimes a need to make an emergency hire for an adjacent – how much time will it take [for an individual to complete the E-verify process]? Response: 15 minutes to fill out online and **if there is an error, the individual will have 10 days to remediate**<br>o Question was asked how E-verify will affect students [employed by WSU]; response: students still complete an I-9, but the last step of E-verify is added in<br>o A Senator suggested that additional documents would be required of staff and students; DACA students will be affected, at great risk; President Bardo made a statement supporting DACA students, but E-verify will put DACA students at risk; universities hire diverse faculty and this gives the impression that we don't support Latinx hires<br>o A question was asked what WSU plans to do with faculty and staff who are not in Kansas, on sabbatical [within the 180 day window], with DACA students? Response: everyone already has to show that they are eligible to work [when hired whether they are physically located outside Kansas or are DACA students], but the sabbatical issue is a good question<br>o A comment was made that having one's photo in the federal database is troubling; E-verify information is stored electronically – is it safe from hacking? Should be against E-verify if one is in favor of privacy<br>o A question was asked whether other Senates have been informed; response is not yet<br>o A question was asked why there is a pause; response: new president wants to hear from constituents, but we still have a compliance problem and when all options were considered, it was felt that a single process would be better than hiring involving an I-9 and then having to E-verify [if individual becomes involved with a federal grant] |
| **President's Convergence Sciences Initiative** | **Convergence Science Initiative**<br>Draft call for proposals<br>https://www.wichita.edu/academics/facultysenate/DRAFT_CALL_FOR_PROPOSALS.pdf<br>LAS Dean Andrew Hippisley, Chair of Convergence Science Committee | • President will allocate funds to support the convergence science initiative<br>• There are three broad areas: (1) health disparities and health delivery, (2) digital transformations, and (3) an area as yet undefined<br>• The Deans of colleges will be soliciting ideas for the third topical area, and faculty submit ideas for the third area up until 14 February<br>o A committee composed of the Deans and the Faculty Senate Executive Committee will consider the quality of the idea as well as the number of times the same area is suggested before determining the third topical area<br>• Draft call for proposals is provided at the link on the left<br>o Proposal must be convincing, that the team being assembled is the right team and that research funding in the area of the team is externally available<br>o Proposal must fit into one of the three themes and must attract research funding<br>o Deadline for proposal submission is likely to be around April, certainly before the end of the semester<br>o Committee will give recommendation to Provost Muma in the summer and the awarded |

|  |  | proposal will start in the fall semester |
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|  |  | • Groups interested in one of the areas need to get together<br>  o Arts and Humanities faculty need to think about how they can be a part of a group proposing for research funding<br>• Dean Hippisley opened up for Senators to give suggestions for the third topical area as well as to answer questions<br>  o Comment from the Libraries to consider the libraries (faculty) to be a part of the (topical) group discussions<br>  o There was a suggestion that sustainability be the third topic since it can be broad in terms of including a wide variety of disciplines<br>  o There was a suggestion that accessibility be the third topic; Dean Hippisley responded that this could perhaps be a part of the digital transformation topical area<br>  o There was a suggestion that diversity, inclusion, and accessibility could be grouped together as a topic<br>  o There was a comment / question asking if we have been tapping into other disciplines for interdisciplinary work; no specific response given<br>  o There was a question asking if a grant for creating a new major was possible; response was that the primary focus of the initiative is research funding, but curriculum development work would be a secondary part of the initiative |
| As May Arise | Comment by VP Carolyn Shaw | New programs proposal presentation by finalists on February 14th at 3pm in RSC 256 |
| Adjournment |  | Adjourn at 5 pm |

**Next Senate Meeting February 10, 2020, 3:30-5:00 p.m., Clinton 126.**